



Investing
Today

For
Tomorrow





Maricopa County Juvenile Court Center

The Maricopa County Juvenile Probation Department:

MISSION

Our MISSION is to serve the Juvenile Court, children & their families, victims of juvenile crime & the community by:

- Providing information
- Providing services & programs &
- Enhancing accountability & community safety

We do this in a culture that honors diversity & individuality within our organization & within the community.

VISION

Our VISION is to be an organization that practices community justice & provides hope to children, families & the community. We are innovative in our practices & programs. We produce exceptional results! Our community values our department & its work.

VALUES

Hope • Collaboration • Integrity • Diversity • Trust
Learning • Creativity • Community • Safety

1998 Annual Report



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To the Citizens of Maricopa County



On the eve of the Centennial Birthday (1899-1999) of the creation and establishment of the Juvenile Court, I am tremendously proud of the effort and work that the Maricopa County Juvenile Court has exerted over many years, and especially last year, on behalf of children, families and the community.

The Juvenile Court “family” is large and

composed of judges; commissioners; probation officers; detention youth supervisors; teachers; court, dependency and mediation staff; lawyers; the Clerk’s Office; the hundreds of dedicated volunteers on the Community Justice panels, Court Appointed Special Advocates, Foster Care Review Boards and Community Advisory Board; and our community partners, Child Protective Service, child advocacy organizations, schools, law enforcement, service providers and others.

Our “family” also consists of you, the citizens of Maricopa County. You’re included because you volunteer in the Court and in other organizations to positively help children and families. You graciously passed Propositions 400 and 401, the “jail tax,” which will fund prevention and detention alternatives programs and additional detention facilities over the next decade. You are foster parents and adoptive parents. You are relatives, neighbors, teachers, coaches and helpers who plant positive seeds in children. Your continued ideas, help and support will result in the reduction of juvenile crime, reduction of abuse and neglect cases and getting children into permanent and loving homes more quickly.

Your Juvenile Court successfully handles delinquency cases - over the last three years, 70% of the juveniles who came to Court and received a consequence for their acts never return. Moreover, our recent truancy prevention pilot project with community organizations in certain zip codes reduced truancy and juvenile crime generally.

Although successful, we will continue our efforts. Our probations officers continue to work with the juveniles, and their families, to increase that success rate. Families are included because without family support, where the family reinforces respect for the law, the

need to behave, patience, hope for the future, along with love, support and discipline, the juvenile won’t be successful. As a result, probation officers will be trying family mediation to help parents parent their incorrigible juveniles.

Although prevention and intervention of delinquency cases are large parts of the Court’s work, we can never forget that we have to address the needs of abused, neglected and dependent children.

The Court created the Model Court Implementation Committee to plan and implement the provisions of the Adoptions and Safe Families Act of 1997 and the Model Court’s preliminary protective hearing provisions. The Committee, consisting of members of the Court, CASA, Child Protective Service, Clerk’s Office, Attorney General’s Office, Public Defender’s Office, Legal Defender’s Office, private lawyers, the Regional Behavioral Health Agency, and others, worked together for more than a year, trained more nearly 1,200 people and implemented the new process six months before statutorily required.

Additionally, the Commissioner Richard Aubuchon, now retired, examined existing law and found that the Court could expedite foster care adoption cases. As a result, if requested, the adoption process for children who have been in foster care for at least one year can be expedited, which is the heart of the Adoptions and Safe Families Act.

The Court also reengineered its Court Appointed Special Advocate (CASA) program, continued its Guardian Ad Litem Annual Training Conference to ensure quality representation of the best interests of children, expanded the dependency mediation program, led the statewide development of the Juvenile On Line Tracking System (JOLTS) and expanded its “Keep the Kid” program to “One Judge, One Family” to ensure that one judicial officer would handle nearly all the matters that a family might present.

As society’s legal mechanism to resolve legal issues involving children and families, the Court will continue to balance the need to protect the public with the opportunity to rehabilitate and save children and families. We will continue to strive to meet the 1913 laudatory comments by Roscoe Pound, Dean of Harvard Law School, that “the founding of the juvenile court in 1899 [w]as the most significant forward step in legal polity since the Magna Carta in 1215, and probation [w]as one of the really epoch making discoveries of American legal history.”

Sincerely,
Maurice Portley
Presiding Juvenile Court Judge

Reflections On 1998



It is a pleasure to reflect on the work of the employees of the Maricopa County Juvenile Court Center during 1998. The results of their creativity, knowledge and use of best practice models, and hard work have been phenomenal! It is my hope that the citizens of Maricopa County are able to see that summarized in this annual report.

In the area of prevention we began to measure and celebrate the results of our investment in prevention. The Maricopa County Office of Management and Budget conducted research on the "Zip Code Project". Through this project our department funds collaborative efforts of schools, community organizations, and non-profit agencies which hope to achieve a reduction in referrals to the Juvenile Court. The targeted areas have had the highest rate of referral in the past. This year they went down 8.47%. One school where an after-school program was funded noted a 200% decrease in disciplinary referrals. Both the statistics and the anecdotal stories we hear tell us that our department can be both a resource and a partner in crime prevention.

Accountability and treatment are the foundation of this department. During the past year we have demonstrated our ability to use best practice models to produce better results in these two areas. We have also established performance measures for community justice committees, specialized treatment and drug court. In response to being in the fastest growing county in the nation we have also expanded our program capacity for alternatives to detention and drug court. Thanks to the support of taxpayers we will also be able to increase the resources of detention and related services with the overwhelming support of Proposition 400 and 401.

Our department has once again demonstrated leadership in information technology and information sharing. Employees of this department have provided expertise and programming for the statewide integrated information system for the dependency

system based on an expansion of JOLTS. We have also provided leadership in the exchange of information with other agencies and linking automated systems. Finally, the JOLTS system is being upgraded to support "Virtual Office JPOs" who are beginning to work throughout the county. All of these efforts are allowing us to use technology to increase our connections with other agencies and to spend more time in the community and in schools making a positive difference with young people.

In detention services we saw a significant increase in programming delivered to juveniles in our centers. Programming is occurring in all detention units but has been especially noteworthy in the high impact, substance abuse and violators of intensive probation programs. Our new Youth Supervisors had the opportunity to participate in our first complete year of "Youth Supervisor Academy" training. This provides them with three weeks of classroom training and supervised on-the-job training to prepare for their job assignment. The selection of mentors for each of our detention units has also allowed us to fully implement the detention restructuring plan initiated three years ago.

As I reflect back on 1998 I perceive that our department has three major strengths: our employees, the support of our community and partnerships with others that help us produce better results than we could achieve on our own. During this year we laid the foundation for increasing the compensation of our employees as well as to continue to invest in their training and professional development. We have provided service to our community through an investment in prevention, community education and service projects. Our partnerships with others have focused on schools, treatment providers, law enforcement agencies and the Violence Prevention Initiative, as well as with community volunteers within our department. In addition to those strengths, we have the good fortune to be led by a Juvenile Court that fosters innovation, a family focus and preparing for the future.

The next year will continue to provide us with challenges and opportunities to contribute to community safety, increased quality of programs and improved outcomes and collaborative efforts. In the process, we also plan to build upon the strengths of the youth and families we work with daily. They too are a part of the solution and our future.

Sincerely,
Cheryl K. Townsend
Director of Juvenile Court Services

Executive Office



Portley and Townsend at CAB meeting

EXECUTIVE OFFICE

The purpose and function of the Executive Office of the Maricopa County Juvenile Probation Department is to provide leadership, managerial direction and oversight to the organization. This is done in partnership with an executive team representing Community Services, Probation Services, Administrative Services, Detention Services, and Research and Planning Services.

The Executive Office is ultimately responsible for the operation of all detention facilities, alternative programs, and delivery of all services. It is also responsible for personnel management and budget. A critical function of this office is to work within the department and with other entities to solve problems such as detention overcrowding.

It has become increasingly important for the executive team to work with other agencies and individuals to address youth crime as a community problem. This office has also worked with community based youth programs and public and private entities and initiatives concerned with the quality of life of our children and families. Staff in this office act as a liaison with the Board of Supervisors, County Administration, the County Attorney's Office, defense attorneys, the Administrative Office of the Courts, and the State Legislature.

The Executive Office focuses on today's operations and the needs for the future. It is critical that the department do both to fulfill its statutory and court directed mandates as well as the expectations of the community.

CAB



COMMUNITY ADVISORY BOARD

Front Row Seated: Lin Adams, Cami Cooper, Donna McBride, Cynthia Peters. Second Row Standing: Waverly Johnson, Pam Smith, Lloyd Cato, Bob Khaler, Bob Sayers.

THE COMMUNITY ADVISORY BOARD (CAB)

In March 1994, the Honorable Stanley Feldman, Chief Justice of The Arizona Supreme Court, informed the Juvenile Courts in each county that they were to establish committees whose task would be to review the administration of juvenile justice on a local level. In response to this order, the Community Advisory Board to the Maricopa County Juvenile Court was established in January 1995.

The Community Advisory Board is a diverse group of community volunteers dedicated to ensuring that our children become productive and responsible members of the community. The Board's mission is to facilitate and enhance the functional relationship between the community and the Juvenile Court in providing services to youth and families.

The Board advises the Juvenile Court on ways to continuously improve its services to Maricopa County residents as follows:

- 1) Identifying what the community wants from the Juvenile Court;
- 2) Evaluating the services currently provided by the Court to the community;
- 3) Making recommendations on the types and quality of service the community should receive from the Courts;
- 4) Acting as a sounding board for new ideas.

Membership on the Board is by CAB recommendation and Juvenile Court Presiding Judge appointment. Diversity among its membership is highly valued. Bylaws state that at least two members must be victims of juvenile crime and two must be parents of children who have been in the juvenile justice system. Two characteristics for Board service are constants; an abiding concern for the well being of children and the community and a willingness to work tirelessly on their behalf. Meetings are held monthly and open to the public.

Judges & Commissioners

Commissioner Aubuchon

JUDGES

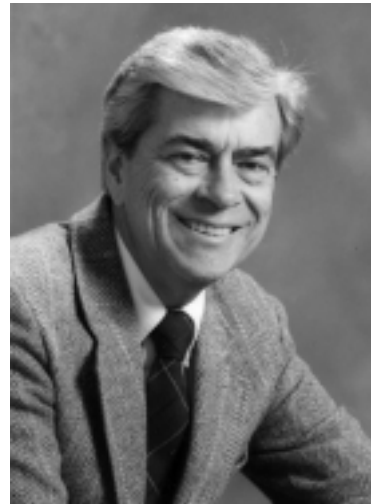
Judges currently serving on the bench
or who completed their tenure in 1998 are:

Presiding Judge Maurice Portley
Associate Presiding Judge Pamela Franks
Judge Rebecca Albrecht
Judge Lawrence Anderson
Judge Armando deLeon
Judge Kenneth Fields
Judge John Foreman
Judge Robert Hertzberg
Judge Barbara Mundell
Judge Linda Scott

COMMISSIONERS

Commissioners currently serving on the bench
or who completed their tenure in 1998 are:

Commissioner Elizabeth Arriola
Commissioner Richard Aubuchon
Commissioner Franzula Bacher
Commissioner Margaret Downie
Commissioner Alfred Fenzel
Commissioner Jesse Filkins
Commissioner Bethany Hicks
Commissioner Thomas Jacobs
Commissioner John Popilek
Commissioner Kirkby Roseveare
Commissioner John Trombino
Commissioner Maria Verdin
Commissioner Penny Willrich
Commissioner Eileen Willett
Commissioner Elizabeth Yancey



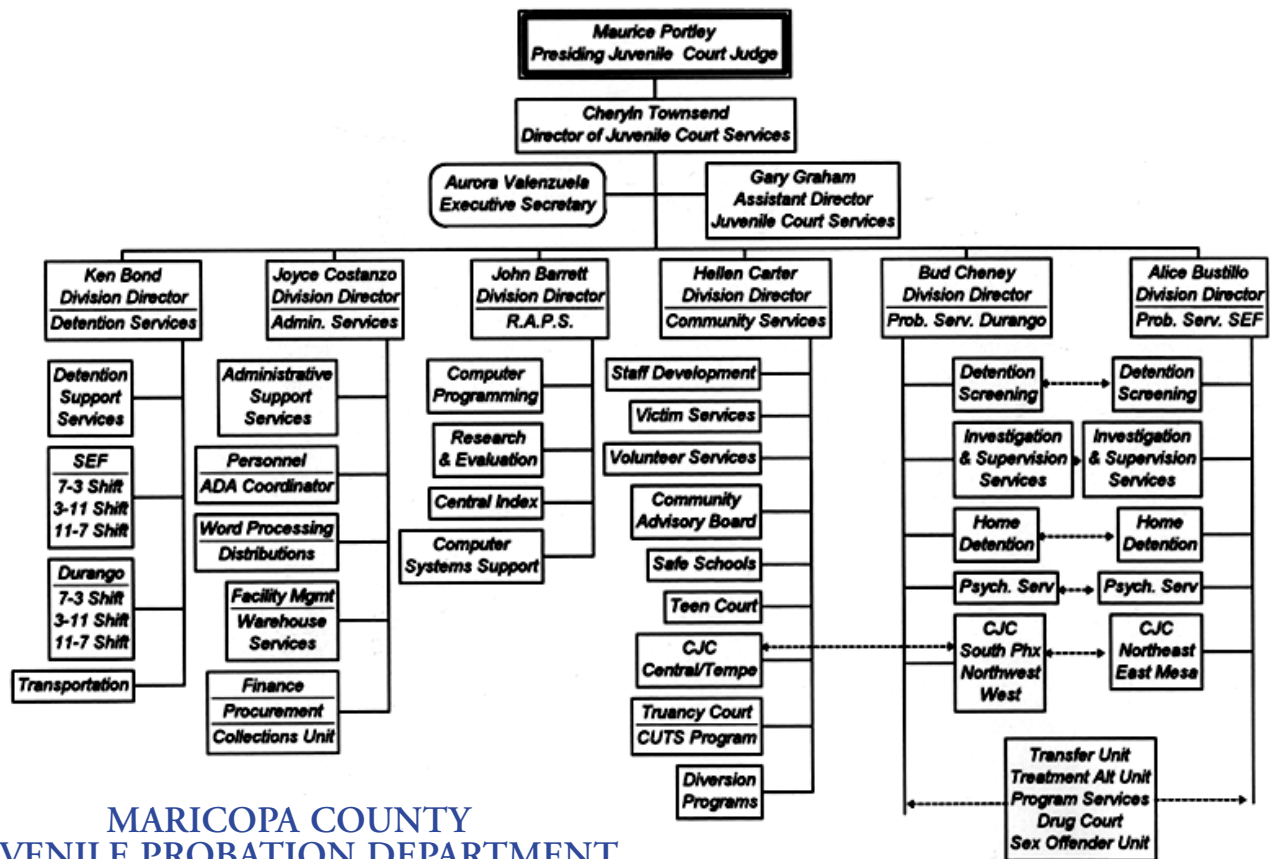
Commissioner Richard Aubuchon was born in St. Louis, Missouri and moved to Phoenix in 1949. He graduated from North Phoenix High School and attended the University of Arizona for two years. Later he received a BA Degree in Philosophy from San Luis Rey College. In 1963, Commissioner Aubuchon began his first

of many years of dedicated service to the Maricopa County Juvenile Court Center as a probation officer. Six years later, he enrolled in Law School at the University of Arizona and was admitted to the Arizona Bar in 1972.

After nine years in private practice, Commissioner Aubuchon was appointed to the Juvenile Court Bench in 1981 by Judge C. Kimball Rose to hear delinquency and dependency cases. From 1987 - 89, he received national recognition as Court Calendar Administrator where he implemented new methods and techniques to make courts more efficient and productive. Court Administrators nationwide adopted Commissioner Aubuchon's ideas for courtroom improvement after "Creating a System of Timely Justice" was published in the Court Manager in 1988.

Commissioner Aubuchon shared his knowledge by teaching Juvenile Procedures to newly appointed and elected judges, by teaching Constitutional Law at Phoenix College, and by speaking to numerous civic organizations, faculty and student groups. In addition, he conducted juvenile law seminars to CASA volunteers and to the Juvenile Section of the State Bar.

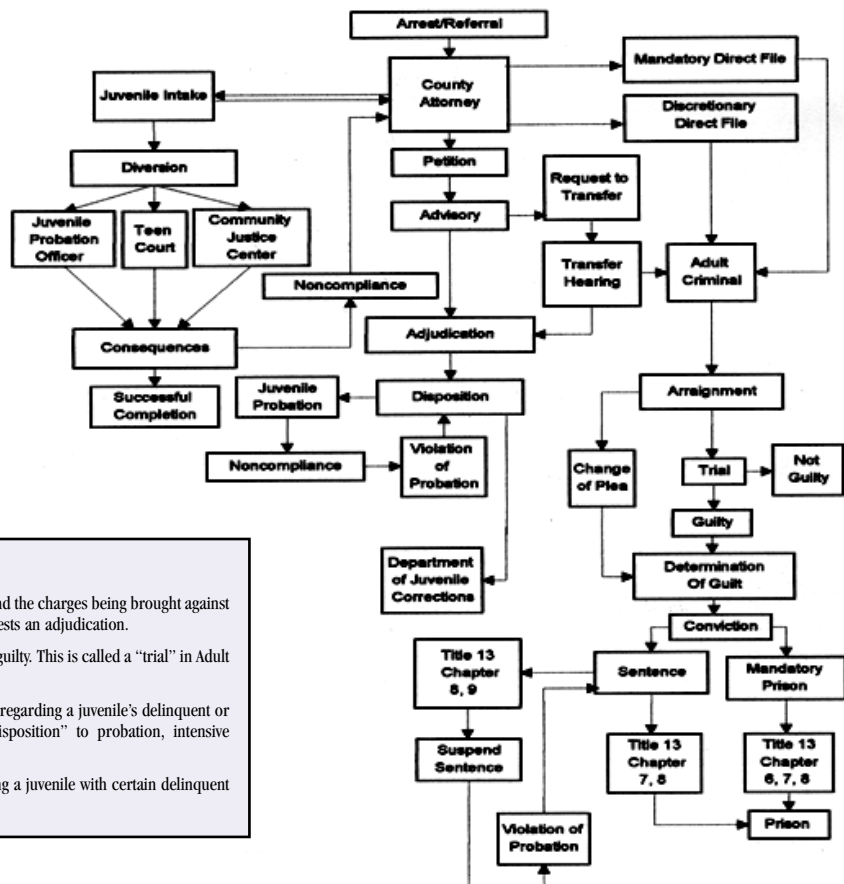
Before retiring from the Juvenile Court Center in 1998, Commissioner Aubuchon was instrumental in making numerous changes in the adoption process, making it more efficient by streamlining and shortening the length of time before a child is adopted.



MARICOPA COUNTY JUVENILE PROBATION DEPARTMENT

MARICOPA COUNTY JUVENILE PROBATION DEPARTMENT

How Maricopa County's Juvenile Justice System Works



GLOSSARY

Advisory - A court hearing at which the juvenile is advised of his rights and the charges being brought against him, and given an attorney if needed. The juvenile either admits or requests an adjudication.

Adjudication - A court hearing to determine if a juvenile is innocent or guilty. This is called a "trial" in Adult Court.

Disposition - A court hearing at which the court makes final decisions regarding a juvenile's delinquent or incorrigible acts. These decisions run the gamut from "exclusive disposition" to probation, intensive probation or commitment to the Department of Juvenile Corrections.

Petition - A legal document filed by the County Attorney formally charging a juvenile with certain delinquent or incorrigible acts. In Adult Court this would be called an indictment.

Investing Today For Tomorrow

MODEL COURT IMPLEMENTATION TEAM

Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.

In 1998 a team was formed to design and implement model court legislation in Maricopa County. As partners in the dependency community, the Juvenile Court, ACYF/CPS, ComCare (and its successor, Value Options), the Attorney General, the Office of Court Appointed Counsel, the Clerk's Office and the Administrative Office of the Courts worked together for many months to ensure the success of Model Court for the children and families of Maricopa County. The Arizona model court project is part of the National Court Improvement Project to expedite juvenile dependency cases so that the amount of time children have traditionally spent in the foster care system is reduced, and so that a permanent plan that provides security, stability and nurturing permanency is quickly established. It is an effort to initiate and coordinate services for the child and family as quickly as possible in the hope of reunification of the family.

The team successfully planned and implemented a countywide training during November 1998. It was designed to unveil the Maricopa County Model Court Design, and to provide an

opportunity for all dependency professionals and others to come together for the good of the children and our community.

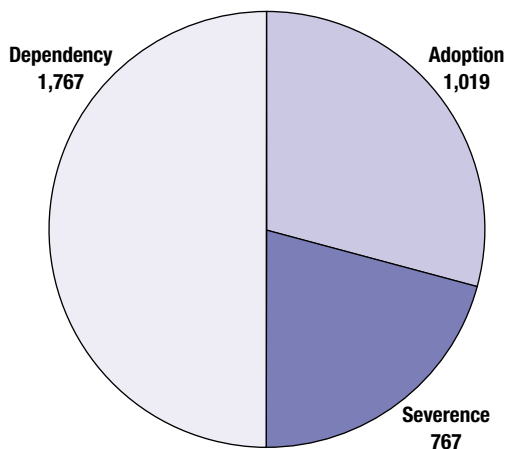
Because of the collaborative efforts of the participants, 1999 will see the successful implementation of Model Court in Maricopa County, from which the children and families of our community will benefit.

MEDIATION

Mediation has continued to be successful and the process has been expanded to include other than dependency-related matters. In 1998, 685 cases were referred to the Mediation Program. Of these mediations, 582 were contested issues in dependency cases, while 103 cases participated in Detention Mediation, a process designed to explore potential reunification between detained juveniles and their families. Of the 582 cases submitted to Dependency Mediation, 507 went through the process: 60% reached a full agreement, 22% reached a partial agreement, and only 18% reached no agreement at all. Of the 103 cases submitted to Detention Mediation, an agreement to release the juvenile to the custody of his or her parents was reached in 86% of the cases. In 14% of the cases no agreement was reached.

All contested dependency cases were automatically referred to mediation in 1998, with the exception of those randomly assigned to a 'control group' as part of a mediation research project administered by Arizona State University's Multidisciplinary Research Initiative. The research project was designed to test client satisfaction with the mediation process. The research team observed all mediations in the experimental group, distributed questionnaires to all participants, and videotaped all sessions for further analysis. Researchers attended the court hearings of the control group and interviewed participants before and after those court appearances. Data collected from the project will be analyzed and findings will be forthcoming in 1999.

Dependency, Severance & Adoption
of Juveniles in 1998



COURT APPOINTED SPECIAL ADVOCATE (CASA)

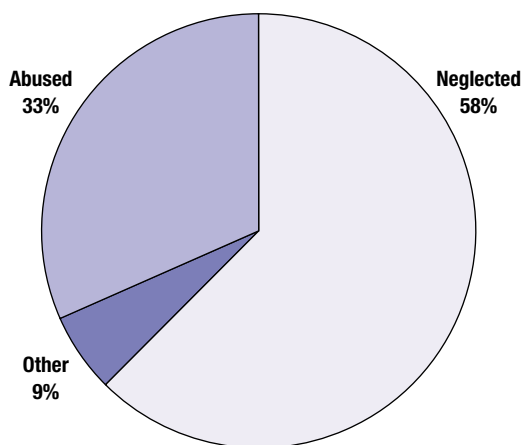
The Court Appointed Special Advocate (CASA) program was established in the Maricopa County Juvenile Court in 1985. CASA employees recruit, train, and assign over 200 volunteer advocates to dependency cases (cases involving children who have been abused or neglected). Each CASA volunteer is assigned to

Investing Today For Tomorrow



provide individualized attention to the children involved in the case, researching the appropriateness of services and reporting their findings to the Court. CASA volunteers are appointed by the Juvenile Court Presiding Judge to investigate and clarify the details that sometimes are overlooked and provide information and recommendations regarding the best interests of the child to the court. In 1998, CASA volunteers donated 8,636 hours in assisting over 400 children with educational, emotional, or physical needs in the Maricopa County Juvenile Court System.

Type of Cases Reviewed
by CASA in 1998



FOSTER CARE REVIEW BOARD

The Foster Care Review Board (FCRB) is comprised of five volunteers trained in child welfare issues and the justice system. The Presiding Juvenile Court Judge in each county appoints each

volunteer for a three-year term. Volunteers who serve as members of a board commit to 6-10 hours of service per month to review cases and attend one meeting every month to examine and guide the process toward long-term placement. Maricopa County currently has 44 Foster Care Review Boards.

The board reviews the case of every dependent child who is in an out of home placement. This review occurs at least once every six months. To prepare for the boards, the volunteers examine case reports from social workers, CASA volunteers, school administrators, physicians, and other case-related professionals. FCRB volunteers assist in educating people involved in the case about their rights and responsibilities. They listen to and consider testimony from people involved in the dependency case and evaluate the information. With the information collected, the boards submit collective findings and recommendations to the court.

JUVENILE STUDY COMMITTEE

The Juvenile Study Committee was inaugurated in September of 1997. The committee members include judicial officers, contract attorneys, county attorneys, public defenders, probation staff and court administration staff. This group serves as a forum to communicate upcoming changes and programs affecting the Juvenile Court and ultimately establish a cohesive working relationship between the Juvenile Bench and the State Bar to provide the most beneficial outcome for juveniles served in Maricopa County. The committee meets approximately every six weeks, alternating between the Southeast and the Durango facilities.

GUARDIAN AD LITEM (GAL) SEMINAR

The Guardian Ad Litem Seminar reflects the continued collaboration between the Juvenile Bench and the State Bar to address issues of common concern. The seminar was held at the ASU Law School and had an attendance of over 120 participants.

The seminar's ambitious agenda included discussions on the role of the Guardian Ad Litem in delinquent, probate, and domestic relations cases, a report and discussion from members of the Family Court Commission of the Arizona Supreme Court, a panel discussion on ethical issues for Guardian Ad Litems, a report from the ASU Mediation Study group and the role of GALs in mediation, and a panel discussion on the role of GAL in Juvenile Competency and Restoration.

Investing Today For Tomorrow

ONE JUDGE / ONE FAMILY

In order to effectively keep up with the delinquency caseload and the need to review cases within the mandated speedy trial guidelines, the Juvenile Court Center implemented a new calendar/case assignment system entitled "One Judge/One Family". Juveniles and families entering the system are assigned to a Judicial Officer who will handle all their future hearings. This change has resulted in fewer hearings being continued and more accountability to the assigned Judicial Officer. This Court was instrumental in getting a statewide rule change limiting the number of changes judicial officers are allowed in juvenile cases to one. By limiting the number of peremptory notices to one, the Court has greater assurances of maintaining consistency and accountability in the lives of juveniles.

DRUG COURT

Over the years, more and more juveniles have been referred to the Court Center with problems related to substance and alcohol abuse. The use of drugs and alcohol has been a destructive force in families, schools and communities in Maricopa County and throughout the country. Drug use among juveniles has contributed to an increase in the number of court hearings and in the number of juveniles in detention and correctional facilities. In the past, juveniles with drug related problems were provided with consequences and short term rather than long term treatment services. Many juveniles, while under the jurisdiction of the Court Center, would continue to use drugs or alcohol.

In response to this problem, the Juvenile Court Center implemented a Drug Court in 1997 designed to transition a juvenile from detox and treatment to a permanent sober lifestyle in the community. The Juvenile Drug Court is a comprehensive and coordinated court-based rehabilitative effort for substance abusing offenders. Intensive supervision, immediate consequences, frequent judicial review, community and agency partnerships, family participation, and frequent drug tests are all vital elements of Drug Court. This program, which has been expanded with the award of a Drug Court Program grant and additional county funds, focuses on providing an uncompromising rehabilitative structure to eliminate substance abuse behavior permanently.

CUTS

COURT UNIFIED TRUANCY SUPPRESSION (CUTS) is a truancy diversion program sponsored and operated by the Maricopa County Juvenile Probation Department in conjunction

with participating schools. Schools requesting a CUTS program agrees to work as a team to address truancy among juveniles.

Whenever a school issues a citation of truancy against a juvenile, a Probation Officer meets with the juvenile, the parents, and the school administrators. If the juvenile and parent admit to a truancy problem, the family (child and parent) are placed in a one day education program designed to open lines of communication and develop a sense of need for education. The juvenile is also given a day of community service to be completed on the school campus.

Once the consequences are completed the case is closed. If consequences are not completed or if the family refuses to participate or cooperate, the case is referred to court and the family is ordered to appear before a judge. Failure to appear can result in a warrant being issued and a loss of driving privileges for the child until his/her 18th birthday. In some situations, the parents can be cited to city court for failure to have their child attend school as required by law. This is especially true if the child is under 10 years of age and is not in school or is missing a significant amount of school for other than medical reasons.

CITATION COURT

Legislative changes over the past few years have had a major impact on the number of traffic violations and status offenses heard by the courts. The Juvenile Court Center implemented Citation Court in 1997 to alleviate the increased number of court hearings involving juveniles with minor offenses, such as, truancy, liquor consumption, curfew violations, and game and fish violations. In Citation Court, cases of juveniles who plead guilty to their alleged offense are heard by a Court appointed Juvenile Hearing Officer (JHO).

Juveniles receive consequences such as, community service hours, special classes or programs, and fines not to exceed \$500. Juveniles not appearing in Citation Court as requested, can have driving privileges suspended or revoked until their 18th birthday, can have a petition filed by the County Attorney's Office, or can have a warrant issued for their arrest. Since Citation Court operates and functions like a regular court, an assessment is conducted to determine if there are more critical issues affecting the juvenile that require additional court services. The JHO may determine that family or individual counseling is necessary to address current problems and to prevent future referrals. Although Citation Court is conducted only three times a week, JHOs heard over 4,000 cases since 1997, allowing Judges and Commissioners more time to deal with more serious cases.

Community Services

Historically, through its diversion programs, the juvenile court system has proven that the least intrusive treatment is generally the most successful treatment for juveniles involved in minor offenses. The Juvenile Court Center is proud of the numerous programs and projects it has developed and implemented in its Diversion Program through the Community Services Division of the Maricopa County Juvenile Probation Department. Juveniles in diversion programs completed over 187,000 community service work hours in 1998, nearly a nine percent increase from the previous year.



CJC Panel

New legislation requires the County Attorney Office to designate offenses eligible for diversion. Applying the principles of 'restorative justice' and involving the community through trained, interested volunteers, the Juvenile Court Center created and developed Community Justice Centers and Community Justice Committees to deal with the vast middle ground of juvenile behavior which initially does not require formal court intervention. The County Attorney's office and the Juvenile Court have entered into a partnership with the community in rendering consequences and finding solutions for eligible referrals.

COMMUNITY JUSTICE CENTERS

The concept of the Community Justice Center (CJC) is to work with the child, the family and the community in an attempt to build the child's competency level, restore to the community what was destroyed by the youth's illegal activity and to hold the youth accountable both to the court and the community for the illegal behavior. The ultimate goal is to develop a child who has value to him/herself and is a productive member of their community.

The first CJC was opened in 1995 in central Phoenix to locate probation officers closer to juveniles on their caseloads. CJC's

serve as a hub for Community Justice Committees, probation officers and staff working at these centers. There are seven CJC's which oversee 50 Community Justice Committees and over 300 volunteers valley-wide.

COMMUNITY JUSTICE COMMITTEES

Community Justice Committees consist of trained, volunteer citizens working with young people charged with minor offenses. The primary purpose of the Community Justice Committees is to divert young people charged with minor offenses from the Juvenile Court back to their communities where groups of volunteer citizens hold them accountable for their actions and respond to their problems. A Community Justice Committee includes one probation officer, two to four volunteers and the victim who meet face to face with the juvenile and their family to discuss the nature of the offense and surrounding circumstances. The Committee then determines what solution and consequences are appropriate. The solution may involve restitution to the victim, community service, a fine, counseling and/or educational sessions.

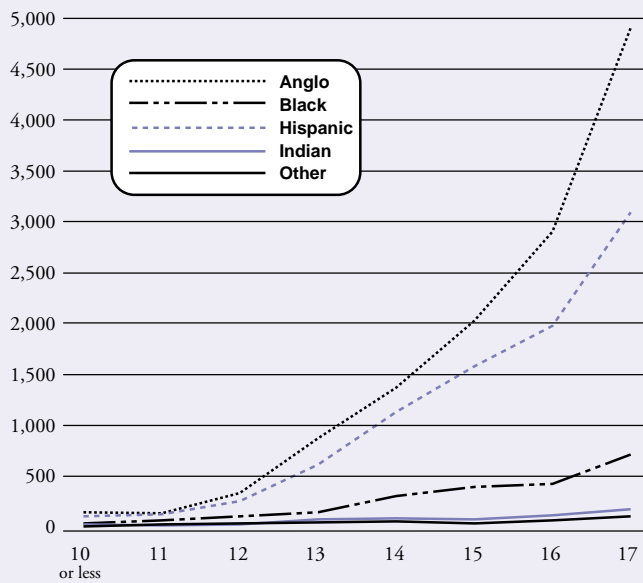
This restorative justice process, which holds the juvenile accountable for his/her actions, also helps heal the victim and the neighborhood in which the juvenile lives. Communities as well as the children benefit greatly if concerned citizens have the opportunity to help. Additionally, it frees up an overburdened Juvenile Court to give more attention and services to serious offenders. This innovative program received a NACo award from the National Association of Counties in America in 1997.



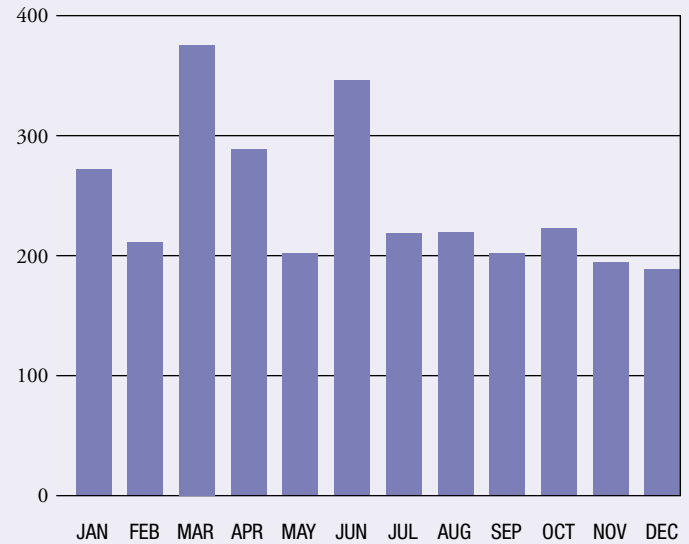
CJC Training

Statistical Review 1998

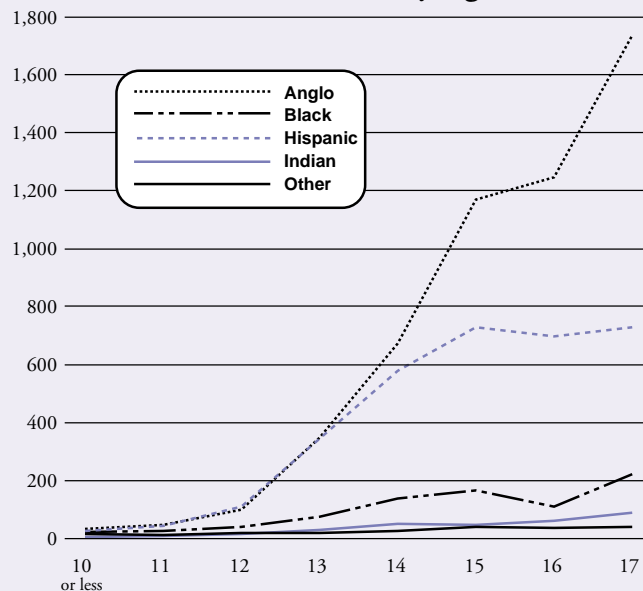
Male Referrals by Age



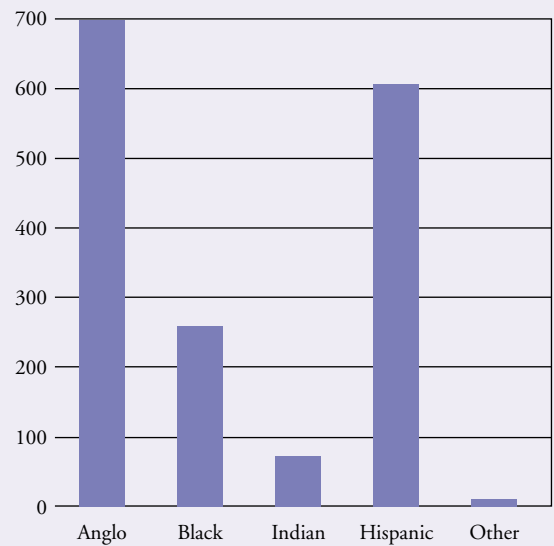
Drug Referrals, 1998



Female Referrals by Age

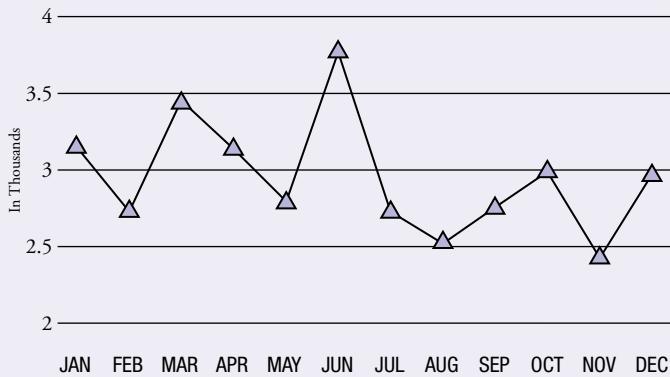


Violent Referrals by Ethnicity

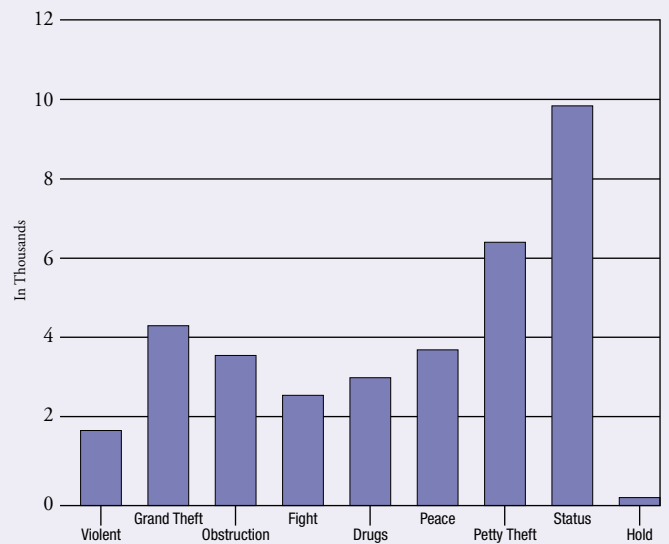


Statistical Review 1998

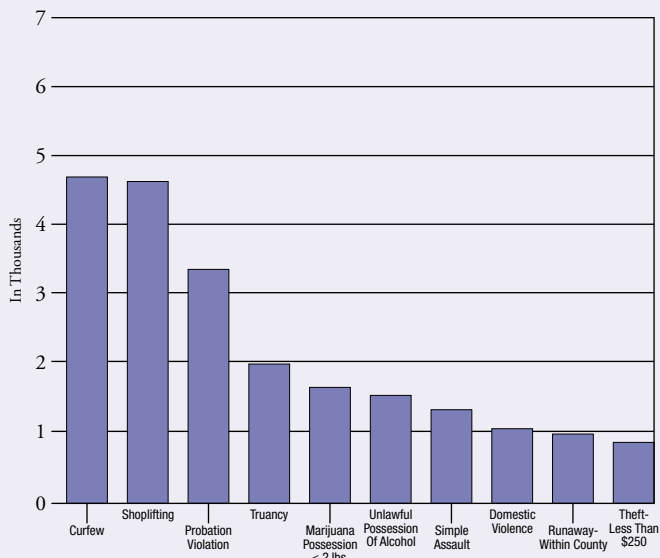
Referrals by Month



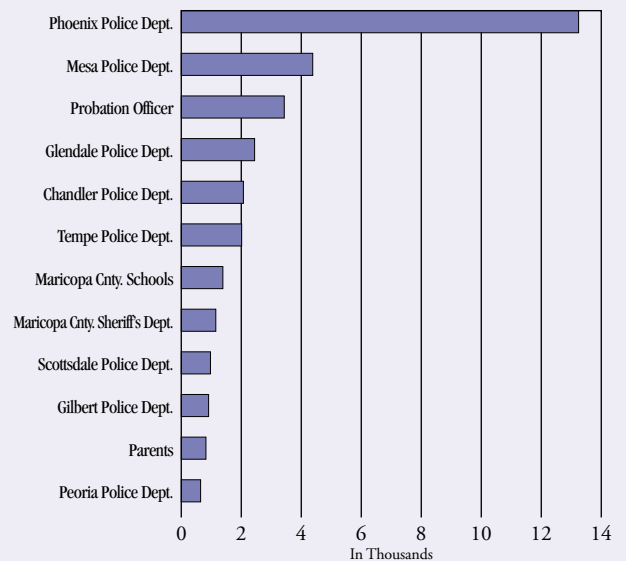
Referrals by Severity Type



10 Most Common Referrals



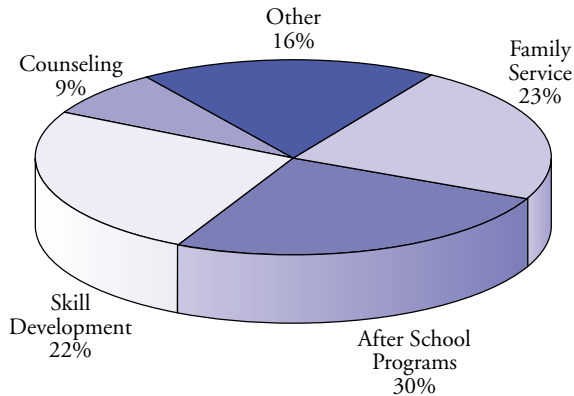
Source of Referrals



Community Services

Community Based Programs

Receiving Funds in 1998



CRIME PREVENTION

The Maricopa County Juvenile Court Center is very proactive in preventing juveniles from breaking the law. The Juvenile Court Center is creating alliances with community based organizations to address juvenile delinquency before it starts. With a budget appropriation from the Maricopa County Board of Supervisors, 16 community based programs received contracts in 1998 to provide after school programs, family services, skill development training, and counseling services to at risk juveniles and their families residing in neighborhoods with the highest incidence of juvenile crime. Nonprofit organizations and programs such as, the Mesa United Way, the Phoenix Police Department "Wake Up! Program," and several schools, shared nearly \$250,000 from the Juvenile Crime Prevention Program. The first year results demonstrated an 8.47% reduction in referrals to the Juvenile Court.

SAFE SCHOOLS

The Safe Schools Program is a proactive approach in preventing delinquency by placing probation officers in schools. Probation officers teach law related education (LRE) to students at participating schools. Students participating in LRE classes are instructed on rules, laws and the legal system which help prepare them to become responsible citizens. The Safe Schools Program provides an essential partnership with parents, local schools, communities, police agencies and businesses. In addition to teaching, probation officers serve as a deterrent to delinquent behavior for students. This program also permits probation officers and school administrators to implement prevention and intervention models in schools. Maricopa County Juvenile Probation Department originally placed 12 probation officers in local schools during the 1994 -95 school year. Currently, there are 24 Probation Officers placed in schools throughout Maricopa County.



Teen Court

TEEN COURT

Teen Court is a diversion program designed for first time juvenile offenders who have been charged with a misdemeanor. The program uses peer relationships as a way of redirecting the behavior of the juveniles. Cases are diverted to Teen Court by the Maricopa County Juvenile Probation Diversion process. Juveniles between age 8 and 17 are eligible for the program if their parents agree to participate in the court process and the juvenile admits their guilt to the complaint. After the admission of guilt, a jury of the juvenile's peers makes the decision regarding the appropriate consequences. Juveniles successfully completing the program will have their charges resolved. Teen Court provides juvenile offenders with a better understanding of the



"Wake Up" Kids making Valentine Cards for senior citizens

Community Services



Teen Court

consequences for breaking laws by holding them accountable for their unlawful behavior within their own community and their peers. This process is very much in keeping with the principles of “restorative justice”. Teen Courts are based in both schools and limited jurisdiction courts.

Juveniles judged by a true peer jury are less likely to continue their unlawful behavior. The recidivism rate for Teen Court participants is about five percent. Teen Court is modeled similar to adult court: judge, jury, clerk, bailiff, defense and prosecuting attorneys are all teen volunteers who have been trained in court procedures.

PROJECT SCRUB

In keeping with the principles of restorative justice, Project Scrub (Stop Crime Remove Urban Blight) was initiated by the County Attorney in 1995 as a program designed to work with juveniles committing graffiti offenses and hold them accountable to the community for inappropriate behavior. The following year, the Juvenile Court assumed responsibility for it. Today, Project Scrub provides community work hours for juveniles found guilty in Juvenile Court of criminal damage or graffiti as well as other offenses. Juveniles processed through diversion programs, such as Citation Court, Community Justice Committees, Teen Court and Limited Jurisdiction Courts, can be required to perform community work hours through Project Scrub. This program is unique in that it involves a collaborative partnership between the Juvenile Court, volunteers and many agencies in the community.

Originally, Project Scrub was designed mainly to clean-up dilapidated areas within communities and remove graffiti. Currently, Project Scrub has been expanded to include: feeding



Juveniles removing debris from the neighborhood - Project SCRUB

the hungry; cleaning vacant fields, highways, city streets, buildings, and walls; participating in community rehabilitation and clean-up projects; refurbishing homes, and assisting Habitat for Humanity in building new homes for low-income families.

In 1998, juveniles assigned to Project Scrub saved the County over \$300,000 by doing work that would have otherwise been completed by paid County employees. Juveniles completed over 60,000 service work hours. The success of Project Scrub can also be measured by the number of juveniles who request to continue working with Project Scrub even after completing their mandatory assigned work hours.

TRAINING AND STAFF DEVELOPMENT

The Training and Staff Development Unit provides in-service training to enhance staff skills and improve morale and wellness in the workplace. The number of programs offered (494 programs and 1,944 hours of training in 1998) provide staff the opportunity to meet or exceed Supreme Court training



Staff Training

Community Services

requirements. All court and probation employees, statewide, are required to attend 16 hours of training, including ethics, annually. The Staff Development Unit acts as a broker for both inside and outside expertise to conduct training. In 1998, over 150 in-house staff conducted training, saving the department well over \$50,000, while providing expanded services to the 660 full-time and 113 on-call employees. Training programs range from New Employee Orientation to programs designed for a specific job category. Some examples are: Performance Management, Adolescents in AA, Deaf Awareness, Ride Alongs and Yoga.



CJC Volunteers at work

VOLUNTEERS

Interested citizens and community volunteers from throughout the valley contribute their time, talents, and energy to enhance and compliment the services provided to children and their families involved with the Juvenile Court Center. Over 300 Community Justice Committee Volunteers, serving on CJC



CJC Volunteers

panels have become the nucleus of our volunteer program.

Volunteers are residents of Maricopa County who have submitted a written application, met screening requirements and have attended an orientation and training session required of all volunteers. Each volunteer can choose to serve in the department where their time and talents can best make a contribution to the agency.

In addition to increasing the number of volunteers involved in the Community Justice Committees, the Volunteer Program implemented a Mentor Program and a Volunteer Probation Officer Program in 1998. Of the 350 volunteers, the Department recruited, trained and worked with 25 interns, 11 volunteer probation officers, and three mentors. Mentors are matched with one of our youth referred to Juvenile Court to bring a one-to-one caring and positive relationship to the life of the child. The Volunteer Probation Officer assists probation officers and supervisors in Community Services, Detention, and with casework, contacts, reports and other responsibilities related to Juvenile Probation.

Volunteers gave over 16,000 hours of service to the Court in 1998. Juvenile Court appreciates and values the time given and the contributions made by each volunteer.



Recruiting new volunteers

VICTIM'S RIGHTS AND RESTITUTION

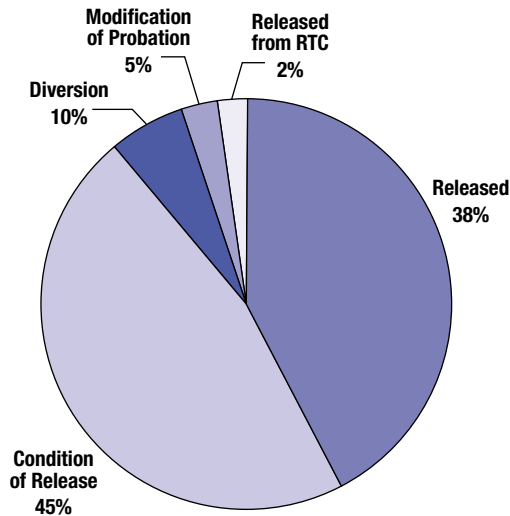
Victim Rights Coordinators focus on the human side of the juvenile justice system. New legislation went into effect on September 1, 1996, establishing the rights of victims, where the alleged offender is a juvenile.

Notifying victims is one of the key responsibilities of the Victims

Community Services

Victim Notifications

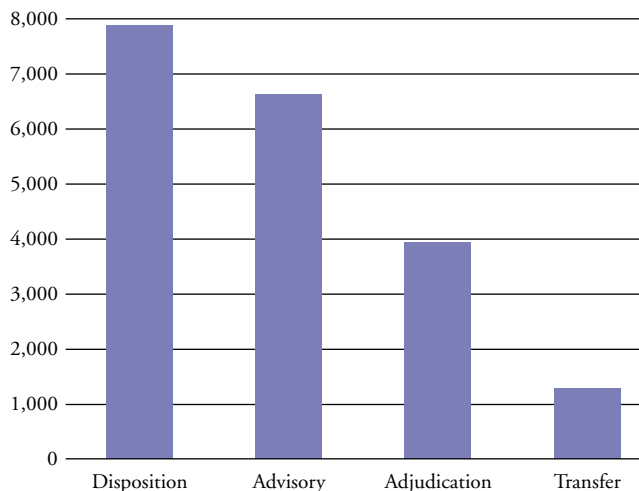
Indicating Juvenile's Status, FY98
N = 22,279



Rights Coordinators. Each victim is communicated with in a special manner, guided by the fact that each victim has been traumatized by the offender and the offense. Prevalent victim responses are, "Why me?" and "My life has changed forever!" The most stressful notification that the Coordinator makes is to families of a homicide victim. These families need the notification of the offender being sent to Adult Court for hearings. The survivors are carefully transitioned between Juvenile and Adult Court.

Victims Receiving Notification of

Court Hearings and Proceedings, FY98



Victims of juvenile offenders now receive letters to familiarize them with the court system and notify them of the services available to them so they are informed of each step their case goes through from inception to resolution. In FY98, Victims Rights Coordinators and probation officers made over 17,000 contacts informing victims of the juvenile's status, and over 19,000 contacts informing victims of court hearings and proceedings.

Legislation requires the Juvenile Court Center to provide appropriate safeguards to minimize the contact between the victim and the accused. Separate waiting areas have been established in the lobby area of the court for victims, their families and witnesses.

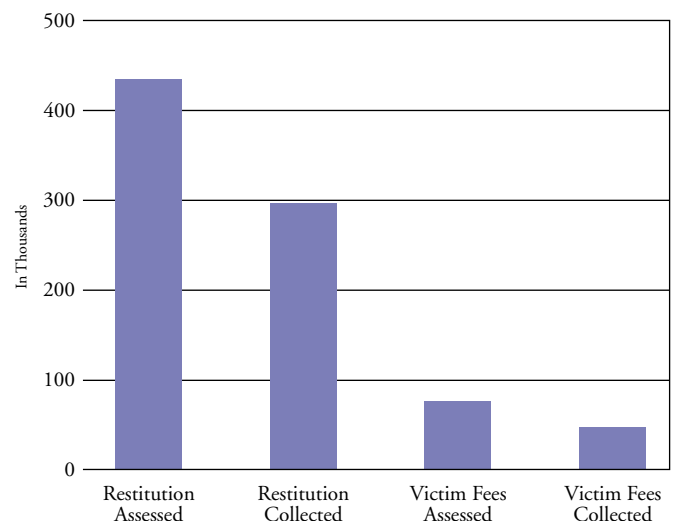
Victim awareness and training is one of the central elements of the Victim Rights Program. All Probation Officers and Community Justice Committee volunteers are trained in victim awareness and procedures.

The issue of restitution is a very pertinent issue to victims who have losses or injuries. Given that juvenile offenders commit the offenses, assurance of payment and collection are a common concern of victims. In 1998, juveniles were assessed nearly \$502,714 in victim restitution and fees.

The Victim's Rights Coordinators are mindful of Victor Frankl's thought, "Suffering ceases to be suffering in some way at the moment it finds meaning . . ."

Restitution and Victim Fees

Assessed and Collected in 1998

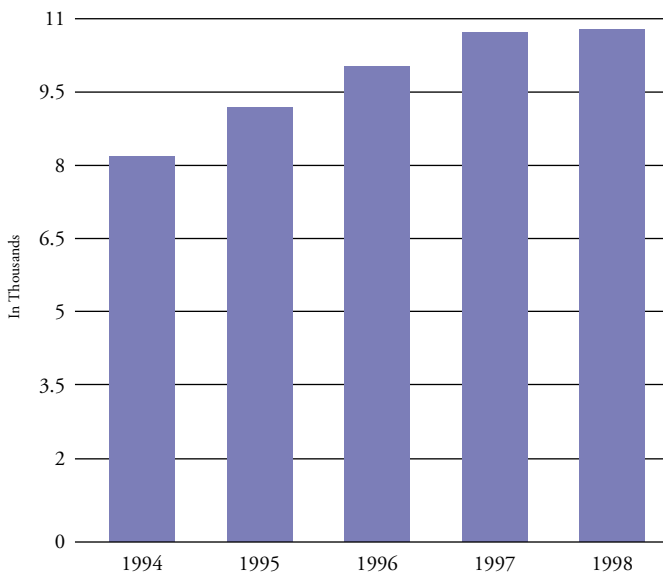


Detention Services

The Maricopa County Juvenile Court operates two detention facilities, Durango and Southeast (SEF). Detention centers are secure, temporary facilities for juveniles requiring a restricted environment while awaiting court action. During their stay, juveniles attend school, receive counseling, and participate in daily physical activities. Some of the programs in which juveniles can participate while in detention are SAID (Substance Abuse In Detention), Anger Management, Victim Awareness, and Cognitive Self Change.

During 1998, 10,690 juveniles were detained, an increase of 44 juveniles from 1997. Over the last five years, the number of juveniles detained has exceeded the detention capacity by an average of 61 juveniles per day since 1994. Detention overcrowding creates an environment where juveniles, as well as staff, are at risk.

Juveniles Detained, 1994-1998



HIP

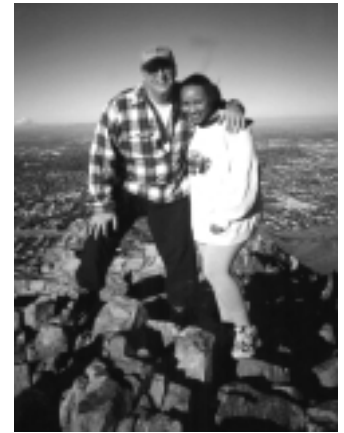
The High Impact Program (HIP) and Substance Abuse programs (SAP) celebrated their 3-year anniversary in 1998. HIP and SAP are designed as short-term high impact detention programs to intervene and prevent juvenile recidivism. HIP targets juvenile first offenders while SAP emphasizes treatment for substance abuse users. In addition, every fourth Saturday of the month a 24-hour program for DUI offenders is conducted. HIP and SAP feature community service work programs and reality based group-counseling sessions.

A juvenile released from detention needs immediate support to prevent returning to the same negative lifestyle. As a direct

response to this need, a Transition Program (TP) which facilitates multi-family group sessions with HIP or SAP graduates and their parents was started in 1998 to prevent further delinquency.

VIPS

VIPS (Violators of Intensive Probation) is specifically designed as a highly structured residential program, featuring educational components, family support groups, and community service projects. The program provides initial case assessments, after-care planning and aftercare support services. On the last day of the 21-day program, detainees are given the opportunity to hike Squaw Peak or Superstition Mountain. Upon completing the hike, a juvenile receives a photograph of him/herself at the top of the mountain.



On Top of the World

DETENTION MENTOR PROGRAM

Detention Mentors are Probation Officers who provide the coordination of all programs and staff for the benefit of children in detention. Having started with only a few in 1997, there are now mentors for almost every unit in Detention. Mentors have had a positive effect on the units providing consistency in the way staff deal with the children, and coordination of programming efforts by staff.



Juveniles in Detention School

Detention Services

IN SCHOOL PROGRAM

The Maricopa County Regional School District operates two schools at the detention facilities. The main goal of the detention school is to provide services to help students maintain their academic standing in their home school or to provide services to help them return to the school system. With the use of integrated computer labs, the school is able to assist in basic skills and individualized learning.



Computer Lab Training

MEDALS

MEDALS is a community based after-care program in detention services that is intended to bring together children who desire to make appropriate changes in their lives. The MEDALS program includes juveniles who have left detention and who come back once a week to continue their work in a group type setting. Programs that are currently a part of MEDALS are SAID (Substance Abuse In Detention), Anger Management, Victim Awareness, and Cognitive Self Change.

DETENTION MEDIATION PROGRAM

The Detention Mediation Program was developed at the Southeast Facility (SEF) in February 1997. This program targets juveniles detained on domestic violence or incorrigible referrals. Juveniles and their families are court ordered to discuss and resolve their differences through mediation. A mediation agreement is presented to the Court for consideration before a juvenile can be released from detention. This program reduces the amount of time a juvenile spends in detention, expedites

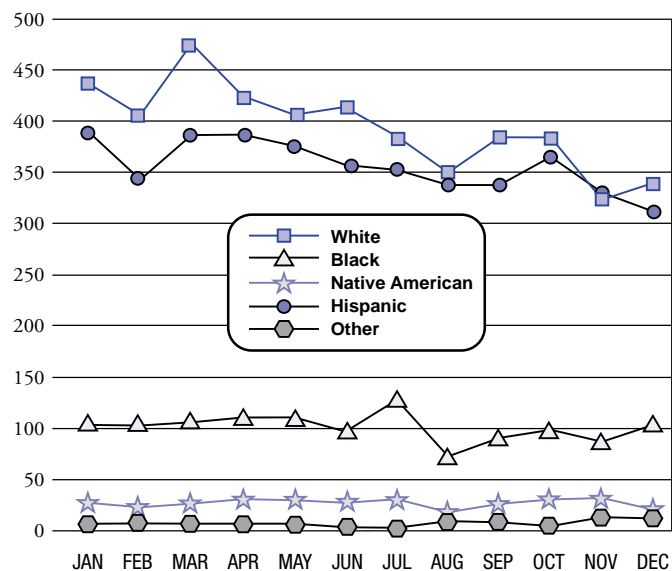
treatment services, and helps to reduce detention overcrowding. To date, the program has proven to be very effective. The Court has plans for court-wide implementation.

ANGER MANAGEMENT

Anger Management is an eight-session program that provides techniques to assist adolescents to deal with their anger appropriately. The program provides an opportunity for the detained children to learn how to recognize their anger, how to respond to anger positively, and how to utilize coping skills. Anger Management programming provides support and a safe place to share feelings, thoughts, and concerns about adolescents and their needs.

Juveniles must volunteer for the class and to continue participation must appropriately manage their anger and behavior in detention. About two thirds of those who begin the class complete all the requirements to graduate. The material covered in the sessions give excellent springboards for discussions regarding: the legitimate sources of anger from the past and the present; how to stop the cycle of anger motivated violence in their lives; and identifying individuals they see who use productive styles of anger management. Juveniles who complete the anger management course have a clearer view of not only their own anger style and issues but of how they personally need to change or adapt their own styles of dealing with upsetting situations.

Juveniles Detained by Ethnicity, 1998



Detention Services

SCHOOL INTERNSHIPS

In 1998, Detention Services provided “Field Instructors” for a number of undergraduate and graduate students from the School of Social Work at Arizona State University (ASU). Students assigned to participate in this yearlong program receive academic credit and are exposed to a variety of experiences with Judges, Probation Officers, and Staff at the Juvenile Court Center. In 1998, interns from ASU received valuable knowledge and insight from Scharlene DeHorney, Program Supervisor, and Carl Johnoff, Detention Training Coordinator.



Reading donated books

HANDS ON BOOKS

Through the efforts of Lucy Troutman and the Greater Paradise Valley Reading Council, the Hands on Books Service Project came to the Durango Detention facility in 1998. This service project is designed to promote and encourage reading. Juveniles are interviewed by detention staff, teachers and volunteers to help identify their reading



Receiving donated books

interests and reading levels. The juvenile is then encouraged to select a new book (donated by the Greater Paradise Valley Reading Council) that matches his or her interests. The aim of the program is to match the right book with the right child at the right time. Receiving a new book of their own, and continuous encouragement from staff and teachers, hopefully, will inspire juvenile to read more often while in detention, as well as, throughout their lives.

RELIGIOUS SERVICES

Detained juveniles are invited, but not forced to participate in various religious activities. Juveniles can meet with a Priest, a Pastor, a Rabbi or any other religious leader of their choice. All organized religious activities are coordinated and directed through the Detention Chaplaincy Program. Catholic Mass is held on Sundays while a Protestant Service is held on Saturdays. The Christian Institutional Ministries hold a non-denominational service during the week.

YOUTH SUPERVISOR ACADEMY

During calendar year 1998, the Detention Services Youth Supervisor Academy provided 103 Youth Supervisor Trainees with 6,080 hours of training. The Academy, which includes NJDA's suggested 40 hour curriculum, also provides training in CPR, First Aid, blood borne pathogens, verbal and physical crisis intervention techniques, special issues in safety and security, programming resources and techniques, and Restorative Justice Programs. All newly employed Youth Supervisors are required to attend the Youth Supervisor Academy.

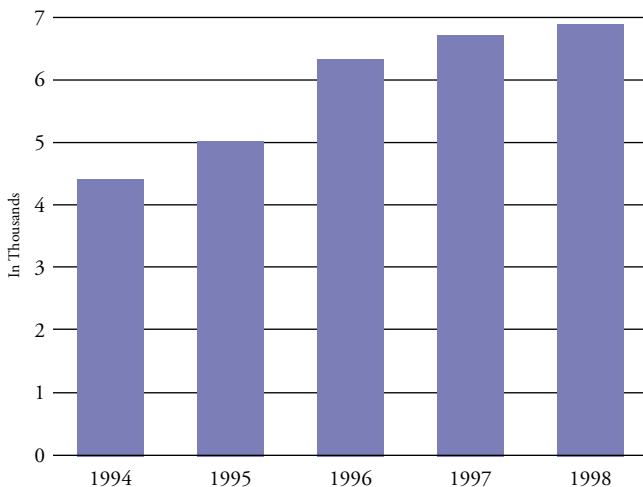


Youth Supervisor Academy training session

Probation Services

Most juveniles who go through the juvenile court system remain at home under probation supervision. Probation supervision and rehabilitative services for youths and their families are provided by the Probation Services Division. When a juvenile has been declared delinquent and is placed on probation, the Court sets rules of probation for him or her. General rules include reporting change of address, attending school or holding a job, not leaving the county without the probation officer's permission, establishing curfew hours, restricting motor vehicle use and submitting to drug testing upon request. A total of 6,918 juveniles were on probation in 1998, representing a two percent increase from the previous year. The typical juvenile released in 1998 was on probation an average of 368 days.

Juveniles on Probation



JIPS

Juvenile Intensive Probation Supervision (JIPS) is a program designed to divert juvenile offenders who are in need of highly structured supervision from residential placement or overcrowded institutions. The JIPS program demonstrates to offenders that probation means accountability and consequences, as well as, productive rehabilitative activities. Since the beginning of the program in 1987, JIPS has provided intensive supervision to thousands of juveniles who might have otherwise been detained and removed from their homes. JIPS provides intensive supervision to juveniles while in their own family environment. When combined with surveillance, accountability, treatment and community service, JIPS has proven to be an effective alternative to residential treatment or commitment to the Juvenile Department of Corrections. In 1998, 1,066 juveniles were placed on JIPS with an average length of supervision of 247 days.

JIPS COMMUNITY OUTREACH PROGRAMS

The JIPS Community Outreach Programs promote accountability, civic and community responsibility which enhances personal growth and development for troubled youths, and encourages them to become part of a healthier community.



PREHAB Juveniles at Car Wash

TREATMENT SUPERVISION UNIT

Treatment Supervision Unit (TxS) is another form of probation monitoring. TxS staff supervises juveniles placed in residential treatment facilities. Probation officers assigned to the TxS Unit have extensive knowledge in mental health issues, in transitioning juveniles back into the community, and in treating sex offenders. Probation officers specializing in the treatment of sex offenders receive intensive training on sex-related issues and the impact sex-related offenses have on its victims.

PROGRAM SERVICES

Program Services probation officers serve two main purposes. First, working as a team, probation officers conduct treatment staffings that involve all interested parties on a case. These staffings result in a recommendation to the Court for the least restrictive environment and the therapeutic services that best match the needs of the juvenile and their family while maintaining community safety. The second part of the team maintains and develops programs and resources in the community as well as in the department that are designed to meet the needs of juvenile offenders and their families.

CREATIVE JUVENILE ALTERNATIVE CENTERS

Creative Juvenile Alternative Centers (CJAC) are community based centers which provide immediate intervention and services to status offenders. CJAC rely on a collaborative effort between local police

Probation Services

agencies, school districts, private agencies, and the Probation Department. This type of swift response to status offenders helps reduce recidivism and keeps children from entering the formal court system.

INTERAGENCY CASE MANAGEMENT PROJECT

The Interagency Case Management Project is a group of case managers from Juvenile Probation, the Department of Economic Security (DES), Child Protective Services, Developmental Disabilities, Arizona Department of Juveniles Corrections, and Regional Behavioral Health Authority (RBHA) who provide supervision and services to children who are dual wards and have multiple needs. This unit provides a more consistent and collective approach to juveniles and families. It provides one case plan that encompasses all of the client's needs. This project eliminates duplication of services.

DETENTION ALTERNATIVE PROGRAMS

Detention Alternative Programs are alternatives to secure detention facilities that allow juveniles to receive 30 days of community based residential treatment programming while awaiting the disposition of their case.



Judge Portley sharing words of wisdom

FAMILY PRESERVATION

Family Preservation is a therapeutic program that allows juveniles and their families to receive intensive services that meet their specific needs. Counselors spend several hours a week providing in-home counseling and connecting families with services available in the community.

LEARN LABS

Learn Labs are educational programs in the community that are offered at no cost to juveniles and families. Participants can increase literacy skills and prepare for GED testing while parents can also improve their parenting skills, and if needed, their English skills.

THE MESA GANG INTERVENTION PROJECT

The Mesa Gang Intervention Project is a comprehensive prevention and intervention program offered to a specific area in the City of Mesa. The goal is to reduce gang violence through multiple agency collaboration and to develop alternative opportunities for gang-involved and other at-risk youth. Agencies involved are the Mesa Police Department, Adult Probation, Juvenile Probation, AmeriCorps, private agencies, and community businesses.

THE SAFE PROGRAM

The Safe Program is a self directed intervention process used by juveniles and their families to reduce domestic violence. Using a proactive approach, the SAFE Program teaches family members methods of intervention which they can employ during a violent or potentially violent situation and techniques for preventing violence within the family.

EMPOWERING PARENTS

Empowering Parents is an eight week program offered through the Court Center. Groups are experiential in nature and address the changing roles and relationships parents and children experience during adolescence. The basic premise of the program is that children and adults have one goal: to belong and to be significant. Addressing the goals as well as the behavior in a respectful manner is one of the "positive discipline" techniques. Positive discipline teaches parents a new way to look at how to deal with their children. It is a flexible approach that lets families come to solutions that are the best fit for both the child and the parent.

HOME DETENTION

Home Detention provides an alternative between structured institutional detention and unconditional release back into the community. In this program, home detention officers maintain frequent and close contact with the juvenile on an unannounced, daily basis to ensure full compliance with the strict rules of house arrest. The number of juveniles placed on Home Detention has been increasing significantly since 1994. In 1998, nearly 2,381 juveniles were on Home Detention an average of 48 days.

Research & Planning

The Research and Planning Services (RAPS) is responsible for the operation and maintenance of all computer systems as well as conducting research and gathering statistics needed to provide information used in making decisions about policies and programs. There are four units within RAPS: Systems and Programming, Computer Operations and Support, Research and Evaluation and Central Data Resources.

Many laws concerning juvenile justice were enacted or changed in 1998. The RAPS division responded to these new laws by providing information to lawmakers and making important changes to the data system to reflect these new laws. The data system is the Juvenile On-line Tracking System (JOLTS) and is used to store, retrieve, and monitor all information about juveniles involved with the Juvenile Court Center. JOLTS has received national recognition for managing court documents, maintaining information on juveniles, and as a comprehensive research database.



New staff training on JOLTS

SYSTEMS AND PROGRAMMING

The Systems and Programming unit is responsible for all new system development, maintenance of JOLTS and all database administration. During 1998, major JOLTS enhancement projects included tracking community justice center activities, increased availability of financial information, automation of the Drug Court and Model Court dependency tracking project.

COMPUTER OPERATIONS AND SUPPORT

The Computer Operations and Support unit is responsible for operation and maintenance of all computer equipment used throughout the Court. In addition, the computer support unit provides technical assistance to court staff, and maintains the Help Desk. In 1998, the computer support unit designed a system to allow JOLTS access over the Internet, installed over 120 new personal computers, updated printers and wiring, and designed and implemented methods for outside agencies to access JOLTS information.

RESEARCH AND EVALUATION

The Research and Evaluation unit analyzes data used in monitoring trends, developing special programs and services, writing grant proposals, identifying staffing and funding needs, and performing outcome evaluations. The unit works closely with other juvenile justice researchers from the State Supreme Court, Arizona State University and the National Center for Juvenile Justice. In addition, the unit satisfies external requests for special reports, studies, and data from regional and national planning agencies. In 1998, the Research and Evaluation unit began work on identifying outcome measures that could be used to ascertain the overall effectiveness of treatment programs offered to juveniles and their families.

CENTRAL DATA RESOURCES

The Central Data Resources unit is responsible for most incoming data, quality assurance and public information access. The unit is the focal point for all outside inquiries for information about individual juveniles. The unit is responsible for the storage of paper files and the distribution of cases to probation divisions.

Administrative Services

Administrative Services Division is responsible for the following functions: human resources, payroll, ADA coordination, budgeting and financial functions, procurement, grants administration, facilities support, telecommunication coordination, warehousing, inventory control, word processing, and distributions. These functions are provided for two full-service facilities and five leased community justice centers.

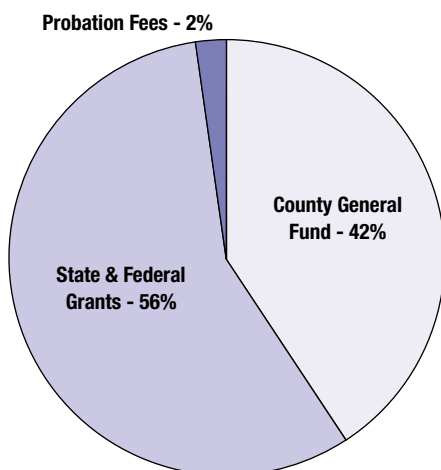
PERSONNEL

The Personnel Unit handles staffing and recruiting for the department in coordination with Maricopa County's Human Resources Department and Superior Court Human Resources. This unit ensures that hiring guidelines are followed throughout the agency, manages the hiring process, posts and recruits available positions and maintains employment records for all staff. In addition, the unit manages the payroll process for the department and provides consultation to management and line staff on various human resources issues. The Juvenile Probation Department has approximately 700 full-time staff in addition to on-call staff who work primarily in the detention facilities.

FINANCE

The Finance Unit oversees the Juvenile Probation Department's fiscal operations, including budget preparation and management, procurement, grants administration, accounts receivable and collections. In 1998, the department operated with a budget of approximately 43.1 million dollars (not including Court Administration).

The Juvenile Probation Department and its various programs are funded by Maricopa County General Funds, probation and diversion fees, state grant appropriations, primarily through the Administrative Office of the Supreme Court, and federal grants.



Employees' Corner

CHRISTMAS BASKET

Nineteen-ninety-eight marked the 26th anniversary of the Christmas Food Box Project. Every year during the holiday season, juvenile probation officers and court related personnel put together and deliver food boxes to families in the community. Internal fund-raisers are coordinated throughout the year in which judges, commissioners, support staff, administration, attorneys and probation officers participate. In 1998, over \$3,000 was raised and over 400 boxes were delivered to needy families throughout Maricopa County.

ADOPT A SCHOOL

In 1996, the Maricopa County Juvenile Probation Department "adopted" the seventh grade class at Aldred F. Garcia Elementary School. Working in conjunction with the Garcia Partnership, the probation department provided one-on-one tutoring, Anger Management Sessions, book drives, career day, guided tours of the Court Center, and holiday events. Over the past two years more than 100 staff volunteers have contributed to enriching the lives of Garcia's students.

AWARD WINNERS 1998

Jim Marvin <i>Supervisor/Manager of the Year</i>	Carl Johnoff <i>Detention Employee of the Year</i>
Joni LaCaria <i>Employee of the Year</i>	Citation Court <i>National Association of County Governments (NACo)</i>
Ruthanna Hall <i>Probation Officer of the Year</i>	Juvenile Early Intervention Program <i>Law Enforcement Coordinating Committee</i>

PROBATION DEPARTMENT RETIREES

1997

Alice M. Kitzig
Youth Supervisor
30 years

Linda H. Ruitenberg
Juvenile Probation Officer V
29 years

1998

James A. Beauchamp
Juvenile Probation Officer III - 25 years

Peter M. Charon
Juvenile Probation Officer IV - 27 years

James M. Gallup
Juvenile Probation Officer III - 25 years

Donald J. Thomas
Information Services Director - 28 years

Herschel Gilmore
Juvenile Probation Officer - 25 years



Maricopa County Juvenile Court Center 1998 Annual Report



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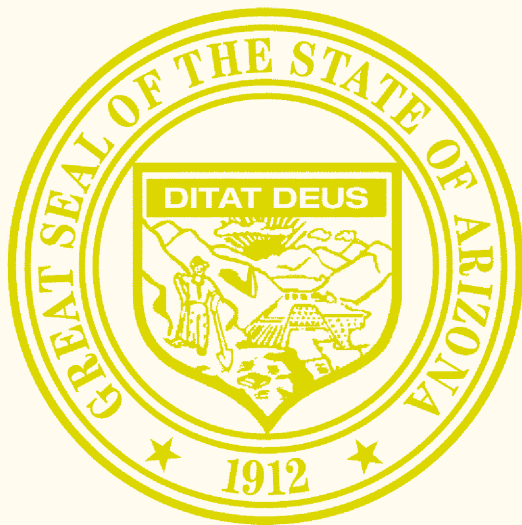
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Cover:

"It Takes Two Seconds" & "Joyous"
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